

# Fund Focus

Your Unilever pension newsletter

## *From the Chair of Trustees*

Welcome to the latest issue of our Fund newsletter. Pension funds now exist in an environment of constant change – and the year since our last edition of 'Fund Focus' has been no exception.



Unsurprisingly, the economic climate has remained a firm fixture in the media. Against that background, the Pensions Regulator has increased its expectations of how pension schemes should be managed in line with 'best practice'. And the arrival of the new coalition Government has brought with it further changes to pension law – including likely amendments to reforms the previous Government introduced only last year.

It is a key part of our remit as Trustees to keep pace with these developments in the wider pensions world and stay aware at all times of the effect they may have on our Fund and its members.

In the wake of the 'credit crunch' and the economic downturn that followed, the markets were calmer over the year to 31 March 2010 and generally showed positive returns. Shares have performed well over the period, helping defined benefit schemes like ours recover some of their lost assets. Indeed, the Fund's net assets increased by £1.2 billion to £5.4 billion over the year to 31 March 2010.

Nonetheless, many pension scheme shortfalls have continued to grow, due to scheme liabilities going up faster than the assets. This is mainly because of rises in life expectancy (meaning pensions are paid for longer – and cost more as a result), and in the expected long-term rate of inflation. Inside, we update you on the formal valuation of the Fund, which is currently in progress. The valuation will also include, for the first time, an independent review of Unilever's covenant (in short, its ability to support the Fund financially). Our confidence in this covenant has a significant effect on how we plan our funding approach. We work continually to strengthen our relationship and develop our understanding of Unilever as a business, and it is our ongoing belief that Unilever has a strong

commitment and ability to support the Fund into the future.

Over the page, we describe our activities during the past year, focusing on our new mission statement, and some governance changes – to our structure as a Trustee board, and to our investment approach. We have also added a new section this year highlighting some of the key facts and figures from our annual report and accounts, including a closer look at the Fund's investment performance.

On the subject of the annual report – we have revamped this document for this year. As well as the usual financial information, it includes a new summary section upfront, as well as more details about the work the board have carried out over the year. You can have a look at the new report by downloading it from the Fund website ([www.uukpf.co.uk](http://www.uukpf.co.uk)) – or writing to the Fund Secretary for a copy (see page 5 for contact details).

I hope you find the issue interesting and enjoyable. I would like to finish by saying thank you to our pension staff, who have worked so hard and provided us with so much support over the year.

**Liz Airey**



Unilever

# Trustee update

*“Our mission is to ensure that the Fund operates in a well managed, fully compliant and risk-controlled manner so that all our beneficiaries can have confidence that we are acting in their best interests and their benefits will be paid as and when they should be.”*

## Changes to the board

As part of our governance review, we looked at the structure of the Trustee board itself. To sharpen our focus, we have reduced the size of the board from 13 Trustees to 11. At the same time, we are keen to ensure that our Trustee board reflects the views and interests of different types of members (recognising that each Trustee is responsible for safeguarding the interests of the membership overall). We now have two trustees elected from among the pensioner members – and we have decided to replace one of the active member-nominated Trustees with a deferred member at the next suitable opportunity. We are currently working out the procedure for the selection, which we expect to take place next year.

The term of office for the two current pensioner member nominated Trustees comes to an end on 30 April 2011. As a result, we will hold elections to appoint their successors during the first quarter of 2011.

These changes mean the board will be made up of:

- 1 independent chair of Trustees – Liz Airey;
- 5 Trustees appointed by the Company – James Barnes, Pamela Dickson, Richie Furlong, Roger Reed and Mike Samuel;
- 2 active member-nominated Trustees – Roger Bevan and David Saunders;
- 2 pensioner member-nominated Trustees – Richard Clark and David Jones; and
- 1 deferred member-nominated Trustee – to be appointed in 2011.

Until the new Trustee is appointed, the membership of the three Trustee Committees is subject to change (short-term arrangements are in place until at least the end of the year). However, we have established a longer-term plan for the make-up of the Committees, as follows:

- Governance and Funding: Liz Airey (Chair), Richard Clark, Pamela Dickson, David Saunders.
- Operations and Benefits: James Barnes (Chair), Roger Bevan, Roger Reed – along with the new Trustee, when appointed.
- Investment: Mike Samuel (Chair), David Jones, Richie Furlong – along with two members not on the board, Wendy Mayall (Chief Investment Officer) and Catherine Claydon (an independent investment expert).

Steve Cutting, Jimmy McGovern and George Maddock have all stepped down from the board since our last issue. We would like to thank them for their hard work and commitment to the Fund, and welcome Roger Reed, our most recent arrival, who joined the board on 1 June 2010. Roger was appointed to the board by the Company. He has had a long career with Unilever in the supply chain function then latterly in a senior HR role, supporting a number of different business areas.

**This is our new mission statement. We have written it so that everyone with an interest in the Fund – Unilever and you, the members – are clear about what we, as Trustees, are trying to achieve. Part of our work this year has been to develop approaches to support this statement in all of our areas of responsibility: funding, investment, governance, communications and administration. We update you on some of these approaches here.**

## Investment approach

We have carried out a great deal of work on our investment approach during the year. We have looked at new areas of investment, and this has resulted in a number of refinements to the investment strategy. As a result, there have been significant developments in two main areas: to the Fund's investment advisers, and changes to the Fund's investment strategy.

### Changes to investment advisers

We have introduced new expertise with the appointment of Deloitte Total Reward and Benefits Ltd as an additional strategic adviser in September 2009. The Trustee Board appointed an independent investment expert, Catherine Claydon, as an additional member of the Investment Committee from 1st April 2010. Catherine has had an extensive career in investment banking, and will bring significant investment experience to the Committee.

### Changes to investment strategy

The key change to the Fund's investment strategy over the year has been the introduction of a 'liability driven investment' strategy, known as 'LDI'.

Keeping a defined benefit pension scheme well funded revolves around building up enough assets to cover the scheme's liabilities (see our piece about the valuation for more about this).

In the past, pension schemes have often focused primarily on growing assets by seeking high investment returns, with the view that, over the long term, these will grow faster than the liabilities.

A 'liability driven investment approach' attempts to make a direct link between the changes in the value of the assets and the scheme's liabilities. The approach uses the scheme's liabilities as a starting point – the investment strategy would aim to match part or all of a scheme's investments so that their value moves in line with the change in the value in the liabilities. Typical Liability Driven Investment strategies involve 'hedging', in whole or in part, the fund's exposure to changes in interest rates and inflation – which are two of the main risks that impact pension schemes' liabilities.

### Change to strategic asset allocation

The Fund's strategic asset allocation is approved by the Trustee Board. At the end of 2009 the Trustee Board decided to make some changes to the strategy which it believes are more appropriate for the future. The allocation to cash was removed, that to private equity reduced, and that to bonds increased.

We are always careful to ensure that the Fund's assets are adequately diversified. This means that the investments are spread across different asset classes, across different regions, and are managed by a number of different investment managers. Then if one asset, region or investment manager performs poorly, it will only affect part of the Fund's overall investments.

### Changes to investment management structure

We have reviewed the investment management structure during the year and have made a number of changes. In terms of the global equity managers, we terminated our contracts with AllianceBernstein, Goldman Sachs and Newton, and appointed Cantillon Capital Management, Investec Asset Management, Lazard Asset Management, River & Mercantile Asset Management and Schroder Investment Management. The JP Morgan mandate was also restructured.

In terms of the bond structure, we made changes to the investment guidelines on the M&G and Goldman Sachs mandate, and we appointed BlackRock Advisers to manage an index-linked gilts portfolio.

### Other structural changes

The Fund is participating in a Company initiative which is seeking to centralise all the Unilever investment resource worldwide into a central unit, to be called The Uninvest Company. This aims to give all funds access to specialist resources, with improvements in efficiency. At the time of going to press, the project is still ongoing – we will bring you up to date in next year's 'Fund Focus'.

## Valuation in progress

The latest formal valuation of the Fund is now under way, using information about the Fund taken at 31 March 2010. A valuation is a thorough healthcheck of a pension scheme's finances and is used to agree the funding arrangements. Normally, they are carried out every three years – although it is now also a requirement for trustee boards to obtain interim updates in the years between valuations.

We work with the Company and the actuary to decide what the funding target should be – this is normally based on the best estimate of the value of the Fund's liabilities, plus a safety margin.

When we work out the funding target, we use assumptions about future events, and take into account our investment strategy and the expected covenant from the Company. 'Covenant' means a company's ability and willingness to support its pension scheme financially – we believe Unilever has a strong covenant. However, we are mindful that covenants do change, so we keep the covenant under review. As noted in last year's 'Fund Focus', we have appointed a pension consultancy firm called Penfida to help us with the covenant evaluation. The actuary – an expert adviser who (among other things) specialises in forecasting how pension fund finances are likely to behave into the future – then assesses how the Fund's assets compare with its funding target.

The assumptions used range from the likely increases to member life expectancies, to possible future rates of inflation and salary increases – all of which could affect the value of the assets and liabilities. The volume and complexity of the calculations involved, together with reaching a decision about some of the assumptions used, mean that a valuation takes a long time to carry out –

under current rules, we have 15 months from the valuation date to complete it.

At the end of the process, the final results will show how much of the funding target is made up by the value of the Fund's assets. This percentage is the 'funding level'. If it is less than 100%, there is a shortfall – a funding level above 100% would mean the Fund had a surplus.

As the valuation is still in progress, there is no summary funding statement included in 'Fund Focus' this year. Our legal deadline for finalising the results is 30 June 2011 (15 months from the valuation date 31 March 2010), and we are then required to issue a summary funding statement with the results within a reasonable period after that date. Of course, we hope that the results will be available before then, and we intend to send out a summary funding statement as soon as we can. This statement will show the funding position at 31 March 2010.

## Payments to the Company

As Trustees, we currently have the authority to make payments to the Company. These are mostly for the everyday running of the Fund, for example, the Company employs about 20 people who provide services to help us with the Fund, and we pay the Company for these services.

Current pension law allows scheme trustees up to 5 April 2011 to pass a resolution to keep their authority to make payments of this sort. If they do not do this, the authority will fall away from that date.

Because we will need to make payments like this in future, we will be passing the relevant resolution that will allow us to keep this right.

This is called a 'Section 251' resolution, because it is passed under Section 251 (3) of the Pensions Act 2004, and will take effect from 1 April 2011.

## Some special terms

### Actuary

An expert who specialises in assessing how future developments affect pension fund finances. So, in the course of a valuation, the actuary will estimate how the scheme's assets and liabilities may build up – then if there is a shortfall, recommend the level of contributions needed to make it up.

### Assets

The amount of money held by a pension scheme – broadly speaking, its investments, and the capital growth and income it receives on those investments and contributions from the employer and members.

### Funding target

The level of funding the scheme trustees and employer aim for. The legal term for the funding target is 'technical provisions'.

### Liabilities

The current estimate of the money needed to pay members' benefits and running costs now and in the future. They are based on the benefits members have built up to date, and certain assumptions about future events (for example, life expectancy of members).

# Finding out more

Please contact the Unilever Pensions Team if you have a question about your pension payments, or your personal details change.

Unilever Pensions Team, Hewitt Associates Outsourcing Limited, Parkside House, Ashley Road, Epsom, Surrey KT18 5BS.

Phone: 0800 028 0051

From overseas: +44 (0)20 7939 4909

E-mail: [unileverpensionsteam@hewitt.com](mailto:unileverpensionsteam@hewitt.com)

## Fund information

The Fund's official documents include:

- the formal Fund annual report and accounts (containing full details of the Fund's financial development over the year);
- the latest report on the plans' funding (we base the information in the summary funding statement on this report from the actuary);
- the recovery plan (which sets out the steps the Trustees and the Company have agreed to make up the deficit identified in the latest valuation);
- the statement of funding principles (which explains the arrangements that are in place to make sure the Fund has sufficient assets to cover its technical provisions);

- the schedule of contributions (which shows how much money active members and the Company are paying into the Fund);
- the statement of investment principles (where the Trustees outline their approach for investing the Fund's assets); and
- the trust deed and rules, the document governing how the Fund is run.

If you would like copies of any of these documents, please contact:

**The Fund Secretary, Unilever UK Pensions, Unilever House, Springfield Drive, Leatherhead, KT22 7GR.**

And don't forget to check the website – details are below.

# Help at hand

The plan website: [www.uukpf.co.uk](http://www.uukpf.co.uk)

There is a wealth of information on the website on the Final salary, Career average and Investing plans, as well as all the forms and other documents you may need to download. We will post news on the site from time to time, so please take time to visit it every now and then.

Please use the on-line feedback form to let us know what you think.

**Welcome to the Unilever UK Pension Fund website**

This site is designed to give information to anyone with Unilever UK Pension Fund (referred to as the "Fund") benefits – including potential, current and former Fund members and their families. There are three sections of the Fund: the Final salary plan, the Career average plan and the Investing plan. If you are already a member of the Fund, you will be a member of either the Final salary plan or the Career average plan. The Investing plan is open to members of both the Final salary and Career average plans to pay extra contributions on top of those they are making to their main plan.

To enter your section of the Fund, select either Final salary plan or Career Average plan below. You will be able to access information on the Investing plan from within either the Final salary plan or Career average plan sections of the website.

**Final salary plan**

The Final salary plan was open to Unilever employees who were working at Unilever before 1 January 2008. It was closed to new members on 31 December 2007.

**Career average plan**

The Career average plan opened on 1 January 2008. It is open to Unilever employees who are permanent (or have been on a temporary contract for at least 12 months), are aged 18 or over and meet any other conditions set by their particular Unilever employer.

**Latest news**

**2009 UK Budget - note for high earners**

In the 2009 UK Budget, delivered on 22 April, the Chancellor announced some changes to the tax relief on pension savings.

**Legal information**

By using this website you agree that you have read and understood the legal information.

**Not yet a member** | **Not sure which plan you are a member of?**

# Send us your thoughts

Do you have any feedback to give us on 'Fund Focus'? Any particular likes or dislikes – or anything you would like to see covered that we do not include already?

If you have any comments, please send them to the Communications Manager at the Leatherhead address above.

## *Pensions in the news*

### **Emergency Budget measures**

Chancellor George Osborne delivered the new coalition Government's 'Emergency' Budget on 22 June 2010. Much of the content dealing with pensions revolved around possible changes to the new pension tax regime for high earners, introduced by the previous Government. We cover this below.

The Government intends to review many of the measures announced in the Emergency Budget later in the year. As a result, this item can only reflect our current understanding of what the new rules are likely to be – they may change in due course.

**State Pension Age:** The previous Government set a timetable for raising the State Pension Age to 68 over a sliding scale (reaching 66 by 2026, 67 by 2036 and 68 by 2046). Under the new regime, State Pension Ages are expected to increase earlier – the latest information is that State Pension Age will start to go up to 66 'no earlier' than 2016 for men and 2020 for women.

**Measuring inflation:** The Government has historically used the Retail Prices Index – or 'RPI' – to measure the rate of inflation for working out increases to State benefits. In the Budget on 22 June 2010, the Chancellor made some announcements about changes to the way pensions, and some State benefits, are increased.

There are two key potential outcomes from the announcement:

#### **1) Increases to basic State pension**

Starting in April 2011, the Government plans to increase the basic State pension each year by the highest of:

- the average increase in UK wages over the year;
- the rate of inflation, measured by the Consumer Prices Index or 'CPI'; and
- 2.5%.

(For April 2011 only, the increase will not be lower than the RPI.)

#### **2) Possible change to private sector pension schemes.**

The Government made a further announcement on 8 July proposing a change to the minimum pension increase required by law for occupational pension schemes from the Retail Prices Index (RPI) to the Consumer Prices Index (CPI).

Both the RPI and CPI give a guide to the rising cost of living by measuring price increases over time to a particular array of goods. That said, there are some key differences – for example, RPI covers the housing market, while CPI does not. Overall, CPI is expected to increase at a slightly slower rate in future than RPI.

No further guidance has come to light since the 8 July announcement and as such, we do not know how our Fund will be affected and cannot take any decisions about it. When more information becomes available, Unilever and/or the Trustees will review the situation. In the meantime, a leaflet summarising the Government proposal is available from the Unilever Pensions Team, or to download from the website.

## *Coming soon: pensioner Trustee elections*

In the Trustee update, we mentioned that the terms of office for the two current pensioner member-nominated Trustees are coming to an end on 30 April 2011. This means that in early 2011 we will be holding elections from amongst eligible pensioners. Broadly speaking, to be eligible you need to have worked at Unilever (or a Unilever company) for at least five years, and receiving a company pension above the basic GMP level. (You cannot serve as a Trustee if you are a dependant – that is, you receive your pension following the death of a husband, wife, partner or parent who worked for Unilever.)

Might you be interested in putting yourself forward? It is a responsible and, at times, time-consuming role, but at the same time, a satisfying and rewarding one. You can get an idea of some of the work the Trustees undertake from looking at the updates in each issue of 'Fund Focus' or in the formal annual report (all of these documents are available on the Plan website). The Pension Regulator website also has general information on the role of a trustee. Go to [www.thepensionregulator.gov.uk](http://www.thepensionregulator.gov.uk) and click on the 'For trustees' section for more details.

You do not need to do anything at this stage. Look out for more information next year, and in the meantime, please think about whether you would like to stand as a candidate.

# Company news

## Marmite

Moving on from the traditional jars, Marmite is now available as a variety of different snacks for you to love. (Or hate.) These include:

- The world's first savoury cereal bar, packed with chewy oats, wheat and rice all coated in delicious Marmite - perfect for those rushed mornings.
- Rice cakes don't just have to be for the diet crowd, with a hit of Marmite on them they can be loved by all.
- Marmite Breadsticks are a great snack for on the go or to dunk in your favourite dip.



- There's a new jar in town – it squeezes, drizzles and doesn't make a mess.

## I can't believe it's not Butter – now more buttery!

I can't believe it's not Butter, the fastest selling brand in Unilever UK's Butter & Spreads category, has been reformulated to taste better than ever.

The new formulation gives the product its most buttery taste and was launched in February with a new advertising campaign – 'I can't believe "I can't believe it's not Butter" is Better!' – which will feature on elongated vans, banners and even football shirts.

I can't believe it's not Butter has grown 80% in 2010, outselling its main competitor, Utterly Butterly, in both value and volume. 'This is our "butteriest" taste yet,' says brand manager Jenny Clark, 'and it's outstanding'.





## Dove Damage Therapy

This September, Unilever's hair care team has revitalised Dove Damage Therapy shampoos, conditioners and high performance treatments. We have completely revamped our packaging, giving it a fresh look through new stylish white bottles.

Dove Damage Therapy is a complete range of expert damage care solutions to give breakthrough reconstruction, nourishment and protection of hair.

Research has shown us that nearly every day, regular hair care such as brushing, towel drying and styling damages the hair, weakening its structure. Our unique Fibre Active Technology penetrates deep into hair to reconstruct it from within, and Micro Moisture Serum strengthens and nourishes it from root to tip. It is our first ever range to repair the hair from the inside, making it beautiful from the outside.

Keep on doing your favourite things and let Dove take care of the damage.

## Dove Men+Care

A new grooming range from Dove which lets men be comfortable in their own skin.

According to global research by Unilever, many products for men are too harsh and drying. The new Dove Men+Care range – the first from Dove especially for men – is formulated with technology to reduce dry, itchy and uncomfortable skin forever.

- The **Dove Men+Care** body and face washes actively fight skin dryness and discomfort with Dove's ¼ moisturising cream and Micromoisture™ technology, resulting in skin that feels refreshed and comfortable.

They contain much higher levels of moisturiser than men's body washes available in the UK.

- **Dove Men+Care** deodorants leave you feeling fresh, dry and odour free due to their combination of unbeatable skincare and 24-hour powerful protection against wetness and odour. Tough on sweat. Not on skin.

Available in a range of fragrances including:

**CLEAN COMFORT:** subtle and crisp for everyday comfort, and

**COOL FRESH:** invigorating for total all day refreshment.



## Timotei – Inspired by nature

In May, Unilever re-launched its much-loved iconic hair care brand Timotei. The product already has 26 years' history as a 'Natural' brand in the UK. The re-launch establishes Timotei as a brand with:

- credibility amongst women worldwide;
- an active and modern point of view on nature; and
- specialised and effective benefits, that come from distinctive natural ingredients.

Every product in the range contains 100% natural extracts revered around the world for their special beauty benefits.

The TV advertising campaign was designed to bring back memories of the 'iconic blonde-haired Timotei girl' – also, the packaging has been completely revamped and rebranded, replacing the green bottle with a more contemporary white and sleek look.



## Unilever Corporate Branding

You may have noticed the Unilever 'U' appearing on all our product brand advertising – in print and on TV. Some parts of the world have been doing this for a while, but for the UK & Ireland it has only been in place since March 2009. The Unilever logo is the most powerful symbol of who we are and what we do and it unites all our product brands. We are aware of the positive impact of the Unilever logo, which encourages people to trust our products – and makes them more inclined to buy them. Our research shows that since adding the Unilever logo in the UK, awareness of Unilever, and intent to buy our products have already increased – both by over 10% in the first 6 months.



Unilever

This is part of the 'One Unilever' transformation that has taken place over the past few years. This has included:

- the bringing together of three UK businesses (Unilever Bestfoods, Lever Faberge and Unilever Ice Cream) in one new home in Leatherhead;
- the merging of UK and Irish businesses; and
- a reorganisation to sharpen Unilever's customer focus and competitiveness.

# Facts and figures

This is a new feature for 'Fund Focus', which brings together some of the headline information about Fund developments over the year to 31 March 2010.

## A look at the accounts

This table shows the Fund's income and outgoings over the year to 31 March 2010. This is sometimes called a pension scheme's 'cashflow'. The balance is then affected by whether the value of the Fund's investments increases or decreases. As you will be aware, the uncertain economic climate has made investment conditions difficult – in the year to 31 March 2009, the Fund's investments went down in value, but rallied somewhat over the following year, as shown on the right. So, in other words, the Fund has been able to 'make up' some of the assets lost during the downturn.

**Please remember that this table only shows the Fund's assets. To get an overall picture of the Fund's financial health, the assets must be compared with the liabilities. This is what happens during a valuation (you can read more about this on page 4). We will update you on the results of the 2010 valuation (currently underway) in the next summary funding statement.**

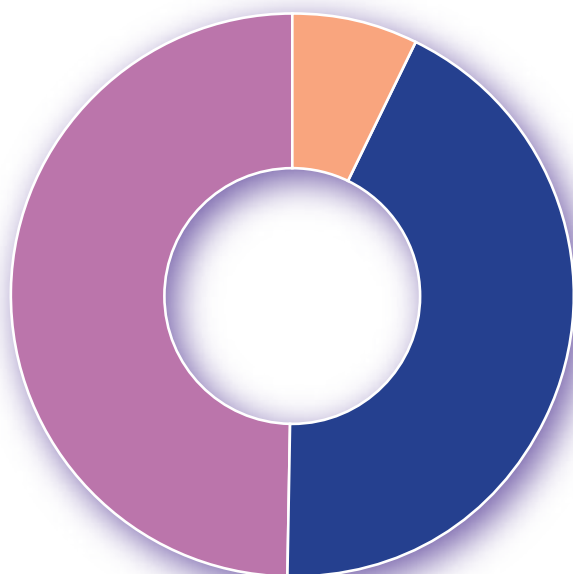
The Fund's full accounts have been audited by PricewaterhouseCoopers LLP.

|  |                         |
|--|-------------------------|
| <b>Fund value at 1 April 2009</b>  | <b>£4,281.7 million</b> |
| <b>Income</b>  | <b>£296.2 million</b>   |
| <ul style="list-style-type: none"> <li>• Contributions paid in by Unilever and Fund members</li> <li>• Transfers in from other schemes</li> <li>• Income from investments</li> </ul>                           |                         |
| <b>Outgoings</b>   | <b>£310.7 million</b>   |
| <ul style="list-style-type: none"> <li>• Benefits payable to members (pensions and lump sums)</li> <li>• Payments to leavers</li> <li>• Fees and expenses (advisers, administration, fund managers)</li> </ul> |                         |
| <b>Increase in market value of Fund investments</b>  | <b>£1,226.6 million</b> |
| <b>Fund value at 31 March 2010</b>   | <b>£5,493.8 million</b> |

## Membership profile

At 31 March 2010, the Fund had a total membership of 88,927. This chart shows the different types of member making up that figure:

|   |               |
|---|---------------|
| <b>Active members (currently building up plan benefits)</b>   |               |
| Final salary plan   | 5,403         |
| Final salary Unilever Protection Benefit plan (UPB)*  | 36            |
| Career average plan   | 1,012         |
| <b>Deferred members (no longer contributing but with benefits left in the plan to draw at a later date)</b> |               |
| Final salary plan   | 38,398        |
| Final salary Unilever Protection Benefit plan *   | 6             |
| Career average plan   | 17            |
| <b>Pensioners and dependants of members who have died (receiving plan benefits)</b>                         | <b>44,055</b> |
| <b>Total</b>  | <b>88,927</b> |

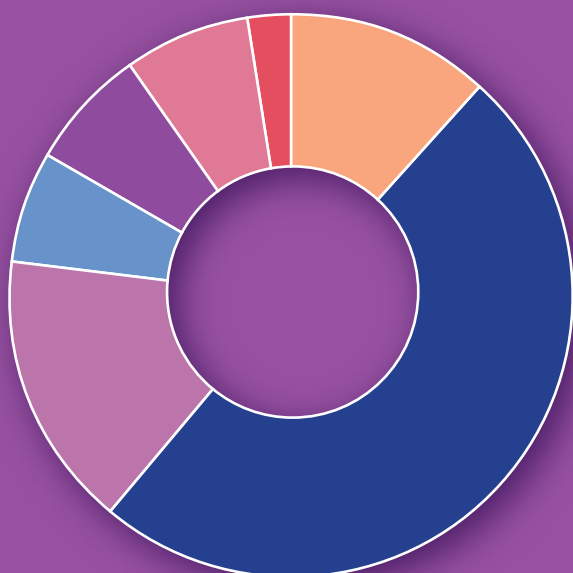


\* UPB members are members who stopped building up benefits in the Final Salary plan as they reached the 'Lifetime Allowance' for tax-efficient pension savings.

All the information on the 'Facts and figures' pages is taken from the formal Fund Annual Report and Accounts, which includes full details about the Fund accounts, membership changes, and investment performance. If you would like a copy you can download it from the website (go to the 'Downloadable documents' section), or write to the Fund Secretary at the Leatherhead address (on page 5) to request one.

## Investment summary

These charts give you an at-a-glance view of the Fund's investments at 31 March 2010. Immediately below, you can see how the assets are invested, followed by a table showing how the Fund's investments have performed. You can read more about our investment approach on page 3.



### Asset spread

|                                |       |
|--------------------------------|-------|
| UK shares                      | 11.9% |
| Global shares (outside the UK) | 49.3% |
| Bonds and gilts                | 15.8% |
| Private equity                 | 6.6%  |
| Hedge funds                    | 6.7%  |
| UK property                    | 7.3%  |
| Cash and other                 | 2.4%  |

## Performance over the year to 31 March 2010

The Fund's overall return for the year was 32.4%. The table shows a summary of actual returns by asset class over the year:

|             | Fund return |
|-------------|-------------|
| Shares      | 47.9%       |
| Bonds       | 16.3%       |
| Hedge funds | 9.8%        |
| Property    | 14.1%       |

The Fund's private equity investment has increased by 15.5% since its date of inception.

# Useful information

In our 'Finding out more' section on page 5, we feature the Fund website, where you can find information and documents you may need to do with the Unilever plans. While you are online, you may want to visit some of the websites we tell you about on this page, which all offer help and guidance about general pensions and financial matters.

## Directgov – information about State benefits

[www.direct.gov.uk](http://www.direct.gov.uk)

Directgov is the Government website which draws together all the information available about public services and State benefits into one place. As a result, it replaces the old 'Pension Service' website.

When you first visit Directgov, you'll see the middle section of the homepage has the heading 'Straight to...' You will see that one of the links goes to the 'Pensions and retirement planning' section. Here you will find a section explaining State pensions, along with a wealth of information to help support your financial planning.

The Tracing Service – which may be able to help you find a scheme you have lost touch with since leaving it – has also moved into this section of Directgov from its old home at the Pension Service site.

## Money Made Clear – impartial help with your financial planning

[www.moneymadeclear.org.uk](http://www.moneymadeclear.org.uk)

Money Made Clear began life as a consumer website run by the Financial Services Authority (FSA). However, the FSA have now set up an independent, specialist organisation called the Consumer Financial Education Body (CFEB) – its remit is to help people gain a better understanding of finance, so they can better manage their own money.

The CFEB have taken over the running of Money Made Clear – which now has a new web address (see above). The website's aims remain the same – to give you impartial facts and guidelines on all aspects of your financial planning.

The link to 'Pensions & retirement' is on the menu that runs along the top of the homepage. In a similar format to other sections of the site, it then includes step-by-step guidance documents, information on products (so it considers personal and stakeholder pensions alongside your work and State benefits) and interactive tools – such as a pensions calculator – to help you see how your financial decisions affect your savings and income.

Money Made Clear also includes a separate 'Savings & investment' section as well as the area focusing on pensions and retirement.

## 'Unbiased' – how and where to get financial advice

[www.unbiased.co.uk](http://www.unbiased.co.uk)

Please remember that no-one involved in running the plans can give you individual financial advice. Please consider taking advice if you need help with any financial decision.

This website is the home of IFA Promotion, the organisation that helps put people in touch with an independent financial adviser. It has a 'find-an-adviser' service which will locate qualified advisers within the user's area.

However, the website has been recently overhauled to act as a portal for finding a much wider range of professional and financial advisers (including mortgage, legal and accountancy experts).

So, if you are looking for independent financial advice, just make sure you click on the 'Find an IFA' box when you first arrive at the site – this will take you straight to the search facility.

You can also take questions or problems to **The Pensions Advisory Service (TPAS)**, which runs a query helpline **0845 6012923** and mailbox **enquiries@pensionsadvisoryservice.org.uk**.

This document confers no rights to benefits. Rights to benefits are conferred solely on the terms and subject to the conditions of the Unilever UK Trust Deed and Rules as from time to time in force.

This document also contains references to the Trustees. These are the Directors of the Unilever UK Pension Fund Trustees Limited.

Anything in Fund Focus about legal or tax issues is based on Unilever's understanding of these issues at the date of printing. Any changes in the law or HM Revenue & Customs may affect this information.

### The Audit Commission: anti-fraud initiative

Along with many other pension schemes, we are taking part in an anti-fraud initiative with the Audit Commission. This means that we may share information provided to us so that it can be compared with information provided by other bodies to help prevent and detect fraud.

For more details, see the website or write to the Fund Secretary at the Leatherhead address.